

## CLASSIFICATION

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CENTRAL INTELLIGENCE AGENCY

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## WORKERS AND PAY SCALES RECLASSIFIED

In Decision No 661, of 17 December 1949, the Council of Ministers established a new classification of Albanian workers, as follows:

1. Qualified [skilled] workers shall be divided into three main groups, each of which shall be subdivided into categories. Every worker shall be assigned to one of these 12 categories according to the importance of his sector of production or service.

Group I shall include all workers engaged in production. This group is subdivided into Categories A, B, C, D, E, F, and G.

Group II shall include all workers engaged in services to meet the needs of the population or of production enterprises. This group is subdivided into Categories H, I, and J.

Group III shall include all workers employed in repair or installation and those engaged in study and research. This group is subdivided into Categories K and L.

2. The classification of workers into categories shall reflect the importance of the sector of production or of labor of each worker, regardless of his level of skill or qualification.

In regard to level of qualification, each category is subdivided into seven classes. Class 1 includes only untrained workers who have just begun to work and have no experience, while workers with any experience are assigned to Classes 2 and 3. Each successive class represents a higher level of qualification, and Class 7 includes skilled workers who can do their work well and who have considerable knowledge of their field.

3. Workers engaged in auxiliary activities, such as those in repair shops, power plants, mines, factories, and farms shall be assigned to the group and category to which the mine, factory, or farm for which they work belongs. For

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example, the workers in the Works at Kucove shall be assigned to Group I, Category B, and not C; the workers in the power plants at Kucove belong to Group I, Category B and not C, and the workers on the farms at Kucove belong to Group I, Category B and not E, etc.

4. A progressive pay scale, different for each category and each class, has been drawn up, on which the base pay for the first class of each category is assigned a coefficient of 1. So that the relative importance of each sector may be recognized, the base pay of Class 1 (unskilled, inexperienced workers) is not the same for each category. Workers in mines, in the petroleum industry, in construction, etc., are paid more because of the greater importance of these industries in the development of the Albanian economy.

Bonuses for work at a distance from the workers' permanent residence, for technical ability, and for work under difficult or unhealthful conditions shall no longer be given, as these factors have been provided for in drawing up the categories and classes

5. Apprentices in enterprises of all kinds who are new on the job, inexperienced and have been working less than the probationary period of 6 to 8 months shall be paid 1,200 lek per month. After an apprentice has completed the probationary period, and after the classification commission at the enterprise has approved him, he shall be reclassified according to his skill.

6. Workers at the enterprise shall be classified by a classification commission chosen by the management of the enterprise and a representative of the Trade-Union Committee, and in repair enterprises commissions shall be formed in the workshops. Everywhere classification shall be carried out in the form of a written report, properly signed by all members of the commission. On the basis of this written report, entries shall be made in each worker's work book.

The classification of workers in Classes 6 and 7 shall be made by the tribunal concerned on the request of the classification commissions of the enterprises. Workshop commissions are authorized to classify workers up to Class 5 and to make recommendations for Classes 6 and 7.

7. Assistants, geometricians, geodesists, heads of departments, foremen of brigades, and middle-grade specialists shall be classified on the basis of the table and their personal qualifications.

8. Drivers shall be classified according to the special nature of their services on the basis of Table 2 below.

9. Workers employed in water and railroad transportation shall receive a monthly wage, fixed according to the pay scale in the final paragraph below.

10. Qualified workers who are classified as middle-grade technicians shall be assigned as follows: Class 1 includes workers whose work does not rate a higher classification. Class 2 includes qualified technicians with definite ability who work in an important sector. Class 3 is for middle-grade technicians who have served for a certain length of time in Class 2 and have considerable seniority and ability. Those who have completed the middle professional school shall be classified as middle-grade technicians with the minimum pay for their category. When they obtain the requisite seniority and experience, they may be promoted to Classes 2 and 3.

11. Workers who according to the new classification are to receive lower pay than they received in their old classification shall continue to be paid at the old rate, except that family allowances will not be paid.

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Workers engaged in occupations that are not covered by this classification shall continue to receive their old pay until the classification commissions decide on their new pay rate.

In the following table, which shows the new classification and pay scales of workers and middle-grade technicians, the categories represent the following branches of production and services:

Group I

- A. Metallurgy and Mining Industry (chrome, coal, copper, natural bitumen)
- B. Petroleum industry
- C. Metal products and power industry
- D. Wood industry: lumbering and wood processing
- E. Agriculture
- F. Leather, shoe, tailoring, wool, rope, cotton and linen, brick, and cement industries
- G. Food and chemical industries: macaroni, oil, beer, wine, soap, etc.  
Also other enterprises that produce but are not included in any category of Group I

Group II

- H. Water, motor, and air transportation
- I. Communal telecommunications, roads and bridges, harbor enterprises, photography, and other enterprises that serve the public
- J. Procurement and purchase of goods

Group III

- K. Repair and installation
- L. Research and invention

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Table 1. Classification and Pay Scales of Workers and Middle-Grade Technicians

Category	Hourly Base Pay (in lek)	Coefficient for Each Class					Monthly Pay (in lek)					
		1	2	3			6	7	Middle-Grade Technicians			
				4	5	7			1	2	3	
<u>Group I</u>												
A.	9.25	1	1.25	1.45	1.75	2.06	2.45	2.85	5,272	4,600	5,400	5,700
B.	9.00	1	1.22	1.42	1.67	2.01	2.40	2.80	5,040	4,500	5,200	5,500
C.	8.70	1	1.22	1.42	1.67	2.01	2.45	2.87	5,000	4,200	5,100	5,400
D.	8.70	1	1.20	1.39	1.63	1.96	2.36	2.80	4,872	4,200	5,000	5,300
E.	8.30	1	1.21	1.40	1.64	1.96	2.25	2.70	4,482	4,000	4,600	5,000
F.	8.50	1	1.19	1.39	1.64	1.97	2.36	2.36	4,760	4,200	4,900	5,300
G.	8.50	1	1.19	1.38	1.63	1.96	2.36	2.80	4,760	4,200	4,900	5,300
<u>Group II</u>												
H.	9.00	1	1.22	1.40	1.64	1.96	2.38	2.80	3,040	4,200	5,100	5,400
I.	8.50	1	1.28	1.39	1.63	1.96	2.36	2.80	4,760	4,200	4,900	5,300
J.	8.00	1	1.18	1.37	1.62	1.95	2.38	2.75	4,400	4,000	4,600	5,000
<u>Group III</u>												
K.	9.00	1	1.20	1.39	1.63	1.96	2.38	2.80	5,040	4,200	5,100	5,400
L.	8.50	1	1.20	1.39	1.65	1.96	2.35	2.75	4,675	4,200	4,900	5,300

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1. Drivers of trucks and buses, who by the nature of their work must travel a distance more than 24 hours from their base, shall receive a bonus of 80 lek in lieu of expenses for every 24 hours they are outside their home district. This applies also to assistants and bus conductors.
2. Motor-vehicle drivers working for high government officials shall receive bonuses ranging up to 1,500 lek per month.
3. Drivers of trailer trucks shall receive a bonus of 5 percent of their base pay. This shall apply only when the trailer is attached.
4. All drivers must obtain the license prescribed for their class. The licenses are issued by the Motor Vehicle Inspectorate of the Ministry of the Interior, on the basis of an examination.

Table 2. Classification of Bus Drivers and Conductors

<u>Specialist</u>	<u>Vehicle</u>	Monthly Pay per Class (in lek)		
		<u>1.</u>	<u>2.</u>	<u>3.</u>
Truck drivers	up to 2 1/2 tons	3,200	3,900	4,300
	2.5 to 5 tons	3,600	4,200	4,700
	5 to 8 tons	--	4,500	5,000
	8 tons or more	--	4,800	5,200
Automobile drivers	up to 5 passengers	3,500	4,500	4,700
	6 or more passengers	3,700	4,800	5,000
Bus drivers	up to 20 passengers	--	4,300	4,700
	21-32 passengers	--	4,500	5,000
	32 or more	--	4,800	5,200

Bus conductors will earn 3,200 lek per month.

Assistants who have passed a course on theory will earn 1,800 lek.

Railroad workers will earn the following pay: machinists Class 1, 6,500 lek, Class 2, 5,800; firemen, 4,500; assistant firemen, 3,800; trainmasters, 4,000; switchmen, 2,700; brakemen, 2,700; classification personnel, 3,000; track-walkers, 2,500; and stewards, 3,200. Water transport workers will be paid as follows: captain, Class 3, 6,000 lek; Class 2, 5,500, Class 1, 5,000; machinists Class 2, 5,000, Class 1, 4,500; assistant machinists, 4,000; firemen, 3,600; seamen Class 2, 3,800; and Class 1, 3,400.

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